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Kenexa Government Solutions, Inc.

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Human Resources Management and Equal Opportunity Services

FSC Group: 738-X
GSA Contract #: GS-02F-0116N
Contract Period: May 30, 2003 through May 28, 2008
Contractor Name: Kenexa Government Solutions, Inc.
116 Inverness Drive East, Suite 103
Englewood, CO 80112
800-766-5520 Toll-Free
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Business Size: Large Business

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I. Company Overview

Kenexa Government Solutions is a leading end-to-end provider of process analysis and reengineering, project staffing, employment outsourcing, and software solutions that enable companies to more effectively attract, recruit, on-board and retain diverse groups of highly qualified and talented applicants.

Kenexa's talent acquisition, assessment services, diversity programs and employee performance management solutions are based on 20 years of experience helping organizations maximize the performance of their Human Resources departments and the profitability of their operations. Our solutions enable clients to improve the effectiveness of their talent acquisition programs, increase employee productivity and retention, decrease cost, and improve management decision making based on analyzing key Human Resources metrics associated with employee performance.



Kenexa has provided Human Capital and Recruiting services to US Government and Government Contractors throughout our history. We understand the needs and requirements of Government clients and hold a Top Secret Facility clearance. A sampling of customers includes:

Today, Kenexa has over 2400 clients using our products and services for more efficient and cost-effective hiring. Clients are diverse in size and industry and include 154 of the Fortune 500 and half of the Dow 30. Government and education system clients include the USDA Forest Service, Department of Defense, Department of Justice, State of Iowa, Commonwealth of Kentucky, City of Tucson, Wake County North Carolina, University of Southern California and Anne Arundel County Schools. Commercial customers include General Electric (GE), Time Warner, Target, Burger King, ConAgra Foods, and Boehringer Ingelheim. Kenexa's solutions have proven to be a scalable, reliable and dependable resource for these organizations.

Every Kenexa project is conducted within a proven framework for achieving project objectives, managing tasks, controlling costs and generating quality work products which maintains our customers' confidence and trust. Kenexa employs best practices and industry standards that are adaptable to Project Resources' business practices. This approach enables our project teams to provide significantly more cost effective and timely implementation, while limiting project initiation risk.

We are committed to working consultatively with our customers to develop and deliver both strategic and tactical services and products that work together to deliver tangible results.

We will continue to focus our vision of Talent Management far into the future. Focused on optimizing your engagement of candidates and employees, Kenexa will drive your workforce performance and organizational value to new levels.

II. Recruitment Services Methodology

Kenexa applies the same expertise, experience and rigorous methodology to large, multi-year outsourced staffing engagements and to shorter term Project Staffing programs.

Kenexa can manage portions of your employment process or the entire staffing operation. We implement programs that increase speed of hiring, improve quality and reduce costs; whether an organization is engaged in a high or low level of activity, by managing resource levels to reflect hiring volume. Kenexa Recruitment Services offer clients much more flexibility than internally managed resources.

Kenexa employs our proven Engagement Methodology, developed during 20 years of operations; incorporating current industry best practice and state of the art enabling technology. Our extensive recruiter training ensures that each Kenexa staffing consultant understands and utilizes the Methodology throughout delivery.

Kenexa understands the Government hiring process, hiring authorities, preference programs and compliance requirements. We have worked directly with OPM to ensure our hiring Methodology meets all its requirements.

The Methodology provides Government clients a cost effective, responsive, and scalable solution. We employ some or all of the following recruitment steps in an engagement depending on our contractual agreements with client:

1. **Assist hiring managers in defining job specifications.** Kenexa's Staffing Consultants meet and interview hiring managers they will support in person or by conference call during the first week of the engagement. The goals of these sessions are to develop rapport, to understand the work environment, and to understand each hiring manager's requirements.
2. **Develop sourcing strategies in conjunction with hiring managers.** Kenexa utilizes its years of experience and specific expertise in developing sourcing strategies that best meet a client's needs.
3. **Implement sourcing activities.** Kenexa develops strategic and individual tactical recruiting plans. Our Staffing Consultants track results against written plans in order to understand what is working and what isn't, and to modify plan execution based on results.
4. **Communicate with and prescreen candidates.** Kenexa Staffing Consultants perform candidate screening prior to presenting a qualified candidate to hiring managers. We complete screen sheets (developed in consultation with our client) for each candidate interviewed, and present them to hiring managers with resumes.
5. **Schedule interviews with hiring managers and other designated client personnel.** Kenexa schedules all candidate interviews, in coordination with hiring managers or their administrative assistants.
6. **Facilitate hiring manager's evaluation of candidates.** Kenexa obtains hiring manager feedback immediately after interviews. We utilize interview feedback forms, as well as guidelines for debriefing hiring managers and candidates, in order to expedite positive results, or continue to search if interview results fall short of expectations.
7. **Assist managers with formulation of candidate offers.** Kenexa Staffing Consultants work directly with candidates throughout the hiring process and utilize our understanding of the compensation package that a candidate is likely to accept.
8. **Facilitate making verbal and written candidate offers.** From the first completed phone call Kenexa works to create win-win situations for the candidate and client. This relationship has enabled us to achieve an "offer to closure" rate of approximately 81% – over 10% higher than the national average as reported by the Society of Human Resources Management.
9. **Complete reference checks.** Kenexa Staffing Consultants conduct reference checks on potential employees.

III. Customer Information

1a. Tables of Awarded Service & Product Prices and Discounts

1b. Kenexa Government Solutions' prices in the following tables are the lowest unit prices awarded in the FSS Contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concessions affecting price.

KENEXA® CONSULTANT SERVICE PRICING

Prices Are Net (discount deducted).

Labor Category	May 30, 2003 through May 29, 2004	May 30, 2004 through May 29, 2005	May 30, 2005 through May 29, 2006	May 30, 2006 through May 29, 2007	May 30, 2007 through May 28, 2008
Executive Business Consultant	\$141.48	\$144.31	\$147.19	\$150.13	\$153.14
Senior Business Consultant	\$122.07	\$124.52	\$127.00	\$129.55	\$132.14
Business Consultant	\$105.74	\$107.86	\$110.01	\$112.22	\$114.46
Project Manager	\$91.60	\$93.44	\$95.30	\$97.21	\$99.15
Project Supervisor	\$78.17	\$79.74	\$81.34	\$82.96	\$84.62
Senior Consultant	\$66.66	\$68.00	\$69.36	\$70.74	\$72.16
Consultant V	\$56.64	\$57.78	\$58.92	\$60.11	\$61.31
Consultant IV	\$50.35	\$51.36	\$52.39	\$53.44	\$54.50
Consultant III	\$42.20	\$43.05	\$43.91	\$44.79	\$45.69
Consultant II	\$38.60	\$39.37	\$40.16	\$40.97	\$41.79
Consultant I	\$30.64	\$31.25	\$31.88	\$32.52	\$33.17

Kenexa Government Solutions consultants are expert and experienced in process analysis and reengineering, project staffing and employment outsourcing. Service teams employ Kenexa software solutions that enable companies to more effectively attract, recruit, on-board and retain diverse groups of highly qualified and talented applicants.

1c. Full Description of Labor Categories

Position Title: Executive Business Consultant

Functional Responsibility: The Executive Business Consultant is responsible for the definition, development, implementation, and support of strategic client engagements. He or she works toward productivity gains and competitive advantage for major Kenexa clients through strategic application of Human Capital concepts, products and services. The objective of his or her work is to position Kenexa's clients as market leaders.

Minimum Education: BS in Business or equivalent experience, a Masters, doctoral or other advanced degree is a plus

Minimum Experience: 15 to 20 years of experience in his or her field in an atmosphere of rapid business expansion and market share acquisition.

Position Title: Senior Business Consultant

Functional Responsibility: The Senior Business Consultant is responsible for the definition, development, implementation, and support of strategic client engagements. He or she works toward productivity gains and competitive advantage for major Kenexa clients through strategic application of Human Capital concepts, products and services. The objective of his or her work is to position Kenexa's clients as market leaders.

Minimum Education: BS in Business or equivalent experience, a Masters, doctoral or other advanced degree is a plus

Minimum Experience: 10 to 15 years of experience in his or her field in an atmosphere of rapid business expansion and market share acquisition.

Position Title: Business Consultant

Functional Responsibility: The Business Consultant analyses client Human Capital policies, processes and procedures with the objective of making recommendations for improvement that drive up efficiency and efficacy while driving down costs either independently or as the leader of multifaceted teams,. This leader is actively involved in the market place and tracks the Human Capital industry for new concepts, approaches, methodologies, tools and techniques and judiciously recommends and then implements those deemed appropriate by his or her client.

Minimum Education: BA or BS his or her field or equivalent experience, MBA a plus

Minimum Experience: 10 to 15 years of experience in his or her field in an atmosphere of rapid business expansion and market share acquisition.

Position Title: Project Manager

Functional Responsibility: He or she is responsible for managing all aspects of the delivery of Kenexa's Human Capital products and services to a major customer or a group of smaller customers. He or she understands and promotes Human Capital best practices, develops and introduces standard cost-reducing approaches to the delivery of products and services to customers, engages customers in design requirements for products and the delivery of services. He or she also participates in development the intellectual capital underpinning Kenexa's people, process and technologies through the development of members of his or her team.

Minimum Education: BA or BS in his or her field preferred, MBA is a plus

Minimum Experience: Formal training in, and five to ten years on-the-job experience in his or her field with emphasis in the Human Capital, Human Resources or Staffing Industry

Position Title: Project Supervisor

Functional Responsibility: He or she is the primary, on or off site interface with a client; consults with all client management levels on Human Capital engagement issues, facilitates execution of methodologies and processes employed in the engagement. He or she assists the Engagement Manager with team leadership, engagement plan design and implementation, and daily management of the engagement.

Minimum Education: BS or BA in his or her field preferred

Minimum Experience: Minimum of seven years of experience, at least three of which have been in the Human Capital market space, managing of service and product delivery teams

Position Title: Senior Consultant

Functional Responsibility: He or she functions independently as the primary, on or off site engagement manager for small engagements or under the direction of an Engagement Manager as a team supervisor on larger engagements. He or she consults with all client management levels on engagement issues, facilitates the execution of the engagement methodology and process for Kenexa team members and/or client staff, and assists Engagement Managers with the design and implementation of client engagements.

Minimum Education: BS, BA or Associates degree in business, Human Resources or a related field preferred

Minimum Experience: Experience in project management and or call center management is required. A strong background in the Human Capital field is required. Previous exposure to compensation, salary administration, benefits administration, organization development, training and human resources processes a definite plus.

Minimum of five years of experience in managing teams and client engagements

Position Title: ~~Position Title:~~ Consultant V

Functional Responsibility: This senior consultant may function as either an independent consultant for a client on or off site, or work under the direction of an Engagement Manager as a team lead for an on or off site team. He or she consults with all client management levels on human capital issues. He or she facilitates the engagement methodology and process and assists with other assigned work as needed. He or she assists the Engagement Manager with the design and implementation of client engagements.

Minimum Education: BS, BA or Associates degree in Human Resources, business or a related field preferred

Minimum Experience: Experience in project management is required. Call center management experience is a plus. Experience in the Human Capital field is a plus including: exposure to compensation, salary administration, benefits administration, organization development, training and human resources processes.

Minimum of four years of experience in managing teams and client engagements

Position Title: Consultant IV

Functional Responsibility: He or she works independently on team assignments and/or assists in providing guidance to more junior team members. He or she facilitates the engagement methodology and process and assists with other assigned work as needed. He or she assists the Engagement Manager with the design and implementation of client engagements.

Minimum Education: BS, BA or Associates degree in Human Resources, business or a related field preferred

Minimum Experience: Minimum of four years of experience working on client engagement teams and/or call centers is required

Degree, certificate or experience in communications techniques, individual communications styles and the various ways in which people learn are required

Experience in the Human Capital field is a plus including: exposure to project management, compensation, salary administration, benefits administration, organization development, training and human resources processes

Experience, training and certification in any specialties required of the position are required [e.g. Internet and online database research, strong analytical and quantitative skills, experience creating and working with database software, recruitment, client expectation management, etc.]

Position Title: Consultant III

Functional Responsibility: He or she works independently on team assignments and/or within a team environment on a variety of client engagement activities.

These assignments may include gathering staffing requirements from clients, research into sources for applicants, working with clients to refine job board postings, posting positions to job boards, entering requisitions into Kenexa's Applicant Tracking System (ATS), entering applicant data into the ATS, screening applicants, cold calling to potential candidates.

Minimum Education: BS, BA or Associates degree in Human Resources, business or a related field preferred

Minimum Experience: Minimum of three years of experience working on client engagement teams and/or call centers is required

Certificate or experience in communications techniques, individual communications styles and the various ways in which people learn are required

Experience in the Human Capital field is a plus including: exposure to project management, compensation, salary administration, benefits administration, organization development, training and human resources processes

Experience, training and certification in any specialties required of the position are required [e.g. call center, applicant screening, analytical and quantitative skills, working with database software, recruitment techniques, customer expectation management, etc.]

Position Title: Consultant II

Functional Responsibility: He or she works independently on team assignments and/or within a team environment on a variety of client engagement activities.

These assignments may include gathering staffing requirements from clients, research into sources for applicants, working with clients to refine job board postings, posting positions to job boards, entering requisitions into Kenexa's ATS, entering applicant data into the ATS, screening applicants, cold calling to potential candidates.

Minimum Education: High school diploma or equivalent, Associate's Degree in Human Resources, Business, Psychology or a related field a plus

Minimum Experience: Minimum of one year of experience working on client engagement teams and/or call centers is required

Certificate or experience in communications techniques, individual communications styles and the various ways in which people learn is preferred

Experience in the Human Capital field is a plus including: exposure to project management, compensation, salary administration, benefits administration, organization development, training and human resources processes

Experience, training and certification in any specialties required of the position are required [e.g. call center, internet research, applicant screening, analytical and quantitative skills, working with database software, recruitment techniques, customer expectation management, etc.]

Position Title: Consultant I

Functional Responsibility: He or she works on team assignments within a team environment on a variety of client engagement activities. These assignments may include gathering staffing requirements from clients, research into sources for applicants, working with clients to refine job board postings, posting positions to job boards, entering requisitions into Kenexa's ATS, entering applicant data into the ATS, screening applicants, cold calling to potential candidates.

Minimum Education: High school diploma or equivalent, Associate's Degree in Human Resources, Business, Psychology or a related field a plus

Minimum Experience: Minimum of one year of experience working on client engagement teams and/or call centers is preferred

Certificate or experience in communications techniques, individual communications styles and the various ways in which people learn is preferred

Experience in the Human Capital field is a plus including: exposure to project management, compensation, salary administration, benefits administration, organization development, training and human resources processes

Experience, training and certification in any specialties required of the position are required [e.g. call center, internet research, applicant screening, analytical and quantitative skills, working with database software, recruitment techniques, customer expectation management, etc.]

KENEXA® RECRUITER BRASSRING

A complete recruiting management system, that will dramatically reduce your overall hiring costs and streamline and automate your entire recruiting process. Much more than an applicant-tracking system, Kenexa Recruiter seamlessly integrates with Kenexa's testing and assessment systems to consistently identify the most talented candidates. Kenexa Recruiter BrassRing takes to the next level all the great features and benefits of traditional applicant tracking systems - requisition creation, processing and posting; resume searching, sorting, and filing; applicant workflow; interview scheduling and tracking; candidate communications; and reporting. Our best-of-breed web-based technology provides everything you need to locate and track candidates as they move through the hiring process.

The Kenexa Recruiter BrassRing platform is offered in conjunction with a full suite of services, designed to help you overcome the challenges of workforce lifecycle management and support your business.

- Manage all employees - salaried, hourly, and contract - with one interface
- Centralize and enrich your talent pool
- Recognize and redeploy internal talent
- Reduce agency costs
- Standardize on a single, global platform
- Save time, recruit more efficiently, and increase your ROI

Kenexa Recruiter BrassRing FocusPoint - our patented search technology for applicant-correctable extraction of resume data - allows you to perform your search for talent with unprecedented speed and precision.

- The first search technology to combine literal and conceptual search capabilities
- The industry's most powerful tool for candidate identification and selection
- Talent Match state-of-the-art conceptual search technology, analyzes your search criteria to match and rank your query results
- Combines key word, Boolean, skills profiling, extracted/fielded, and conceptual searches into a single search technology.

Kenexa Recruiter BrassRing Gateway languages allow you to reach candidates from around the globe. Our recruiter and hiring manager interface is available in US English, International English, German, French, French Canadian, Spanish, Italian, Dutch, Swedish, Portuguese, and Brazilian Portuguese.

Additionally with Kenexa Recruiter BrassRing Gateways, you can engage candidates from around the world in over 20 languages, including all major Asian and Eastern and Western European languages.

- Attract candidates from the world's fastest-growing labor markets
- Make your job opportunities more appealing and accessible to a broader candidate base

Kenexa Recruiter BrassRing is a user-friendly solution that establishes an integrated process for all sources of talent, optimizes your workforce and, in turn, increases company performance and your competitive advantage.

- Benefit from intelligent workflow management
- Automate candidate scoring and ranking
- Integrate scheduling and communication management
- Collaborate and share critical information worldwide
- Enable company-wide collaborative applicant tracking
- Eliminate process redundancies, bottlenecks, and communication gaps
- Customize reports to deliver the data you want

- Get the best of both worlds by integrating with best-of-breed HRIS platforms

Kenexa Recruiter BrassRing is fully customizable to match your processes, and with Kenexa's unique approach to building better companies through strategic workforce design - our technology, consulting, and outsourced recruiting offerings can help you optimize your workforce - a workforce designed specifically for your industry, your company, your needs, your goals.

Kenexa Recruiter BrassRing solution includes:

Agency Manager

Tracking of agency relationships and maintenance of critical details, such as vendor fees, performance, referral rights, notes and communications, and candidate status

- Allow agency recruiters to submit candidates directly to your open requisitions
- Manage candidate submissions to clarify referral rights and reject duplicate candidates
- Evaluate and measure agency performance to determine ROI

Community Gateway

Companion product that fosters an interactive communication community for recruiters and candidates

- Source and post without customer job board integration
- Communicate about your company and positions using Blog and RSS Feed
- Connect with candidates faster, recruit more efficiently, and reduce time to hire

Event Manager

Schedule all of your complex recruiting events and manage large volumes candidates

- Create an automated interview schedule for event dates
- Send electronic event invites that allow candidates to schedule interview date/time
- Schedule activities such as interviews, tours, presentations, lunches, etc.

Gateway Questionnaire Application Work Flows

Tailor your online application process for specific positions or job seeker audience

- Create a customized, job-specific application process for each job or candidate type – hourly or salaried
- Streamline the online process for job seekers and recruiters with question branching
- Allow candidates to apply without creating a Talent Gateway profile

Mobile Recruiter

Companion desktop technology that works in conjunction with BrassRing Enterprise

- Empower your team with capabilities for off-site and campus recruiting
- Download candidate forms to your laptop and complete them from any location at your convenience
- Synchronize all updated files into Enterprise when you return to the office

Onboarding

Centralize and streamline the onboarding process to maximize new employee productivity

- Automate communications with new hires and internal departments
- Distribute a hiring procedures checklist for current employees to follow
- Streamline the hiring process to make new employee hiring fast and easy

SmartApproval

Establish recruiting process approval workflows based on your organizational hierarchy

- Streamline your recruiting and hiring approval processes automatically
- Route requisitions and forms using a Web browser or Blackberry®
- Configure your own business rules to govern approval paths

Assessment

Cultural fit assessment technology that measures candidate fit with your company

- Select “right-fit” candidates to build the most effective workforce
- Support critical workforce initiatives such as retention, succession planning, and mergers and acquisitions
- Build dynamic teams for more effective business integration and strategy realignment

Triggered Communication

Communicate with candidates, hiring managers, and more with automated HTML emails

- Confirm receipt of resumes with automated email responses
- Keep job seekers updated on the status of the position to which they applied
- Alert job seekers of positions that match their background

Voice Gateway

Accept applications 24/7 from hourly workers via a toll-free telephone number

- Reach potential candidates who may not have easy access to email or the Internet
- Multi-language, paperless system expands your recruiting capabilities
- Manage hourly, seasonal, campus, and job fair recruiting and events effortlessly

Wireless Recruiter

Companion technology that works from your mobile phone, Blackberry™, or other PDA

- Connect real time with your Kenexa Recruiter BrassRing talent management solution
- Access requisition summaries, candidate status, and contact information instantly
- Recruit from anywhere, at anytime, at your convenience

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 0-3000 employees)	\$9,166.67	3.2%	\$8,806.78	\$8,873.33	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 3001-3250 employees)	\$9,850.72	3.2%	\$9,463.98	\$9,535.49	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 3251-3500 employees)	\$10,523.60	3.2%	\$10,110.44	\$10,186.84	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 3501-3750 employees)	\$11,185.08	3.2%	\$10,745.95	\$10,827.16	USA	30 Days

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 3751-4000 employees)	\$11,835.31	3.2%	\$11,370.65	\$11,456.58	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 4001-4250 employees)	\$12,474.41	3.2%	\$11,984.67	\$12,075.23	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 4251-4500 employees)	\$13,102.54	3.2%	\$12,588.13	\$12,683.25	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 4501-4750 employees)	\$13,719.81	3.2%	\$13,181.17	\$13,280.78	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 4751-5000 employees)	\$14,326.37	3.2%	\$13,763.92	\$13,867.93	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 5001-6000 employees)	\$16,959.25	3.2%	\$16,293.43	\$16,416.55	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 6001-7000 employees)	\$17,666.55	3.2%	\$16,972.96	\$17,101.22	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 7001-8000 employees)	\$18,373.85	3.2%	\$17,652.49	\$17,785.89	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 8001-9000 employees)	\$19,081.15	3.2%	\$18,332.02	\$18,470.55	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 9001-10000 employees)	\$19,788.45	3.2%	\$19,011.56	\$19,155.22	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 10001-11000 employees)	\$20,285.10	3.2%	\$19,488.71	\$19,635.98	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 11001-12000 employees)	\$20,781.84	3.2%	\$19,965.95	\$20,116.82	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 12001-13000 employees)	\$21,278.49	3.2%	\$20,443.10	\$20,597.58	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 13001-14000 employees)	\$21,775.14	3.2%	\$20,920.25	\$21,078.34	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 14001-15000 employees)	\$22,271.79	3.2%	\$21,397.40	\$21,559.09	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 15001-16000 employees)	\$22,747.27	3.2%	\$21,854.21	\$22,019.35	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 16001-17000 employees)	\$23,222.74	3.2%	\$22,311.02	\$22,479.61	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 17001-18000 employees)	\$23,698.22	3.2%	\$22,767.82	\$22,939.87	USA	30 Days

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 18001-19000 employees)	\$24,173.69	3.2%	\$23,224.63	\$23,400.13	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 19001-20000 employees)	\$24,649.17	3.2%	\$23,681.44	\$23,860.39	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 20001-22500 employees)	\$27,080.81	3.2%	\$26,017.62	\$26,214.22	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 22501-25000 employees)	\$29,512.54	3.2%	\$28,353.88	\$28,568.14	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 25001-27500 employees)	\$29,726.40	3.2%	\$28,559.34	\$28,775.16	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 27501-30000 employees)	\$29,940.35	3.2%	\$28,764.89	\$28,982.26	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 30001-32500 employees)	\$32,101.85	3.2%	\$30,841.53	\$31,074.59	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 32501-35000 employees)	\$34,263.35	3.2%	\$32,918.17	\$33,166.92	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 35001-37500 employees)	\$35,704.35	3.2%	\$34,302.60	\$34,561.81	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 37501-40000 employees)	\$37,145.35	3.2%	\$35,687.02	\$35,956.70	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 40001-42500 employees)	\$38,586.35	3.2%	\$37,071.45	\$37,351.59	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 42501-45000 employees)	\$40,027.35	3.2%	\$38,455.88	\$38,746.47	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 45001-47500 employees)	\$41,468.35	3.2%	\$39,840.30	\$40,141.36	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 47501-50000 employees)	\$42,909.35	3.2%	\$41,224.73	\$41,536.25	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 50001-55000 employees)	\$46,340.25	3.2%	\$44,520.93	\$44,857.36	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 55001-60000 employees)	\$49,826.15	3.2%	\$47,869.98	\$48,231.71	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 60001-65000 employees)	\$53,284.55	3.2%	\$51,192.60	\$51,579.44	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 65001-70000 employees)	\$56,742.95	3.2%	\$54,515.22	\$54,927.18	USA	30 Days

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 70001-75000 employees)	\$60,201.35	3.2%	\$57,837.84	\$58,274.91	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 75001-80000 employees)	\$63,659.75	3.2%	\$61,160.47	\$61,622.64	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 80001-85000 employees)	\$67,118.15	3.2%	\$64,483.09	\$64,970.37	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 85001-90000 employees)	\$70,579.85	3.2%	\$67,808.89	\$68,321.29	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 90001-95000 employees)	\$74,034.86	3.2%	\$71,128.25	\$71,665.74	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 95001-100000 employees)	\$77,493.26	3.2%	\$74,450.87	\$75,013.47	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 100001-110000 employees)	\$84,500.17	3.2%	\$81,182.69	\$81,796.16	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 110001-120000 employees)	\$91,506.98	3.2%	\$87,914.42	\$88,578.76	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 120001-130000 employees)	\$98,513.80	3.2%	\$94,646.15	\$95,361.36	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 130001-140000 employees)	\$105,520.62	3.2%	\$101,377.88	\$102,143.96	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Implementation ENT/TG Per Month (from 140001-150000 employees)	\$112,527.43	3.2%	\$108,109.61	\$108,926.56	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 0-3000 employees (price per month) - Payment initiated upon completion of implementation	\$8,333.33	3.2%	\$8,006.17	\$8,066.67	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 3001-3250 employees (price per month) - Payment initiated upon completion of implementation	\$8,955.20	3.2%	\$8,603.62	\$8,668.63	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 3251-3500 employees (price per month) - Payment initiated upon completion of implementation	\$9,566.91	3.2%	\$9,191.31	\$9,260.77	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 3501-3750 employees (price per month) - Payment initiated upon completion of implementation	\$10,168.25	3.2%	\$9,769.05	\$9,842.87	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 3751-4000 employees (price per month) - Payment initiated upon completion of implementation	\$10,759.37	3.2%	\$10,336.96	\$10,415.07	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 4001-4250 employees (price per month) - Payment initiated upon completion of implementation	\$11,340.38	3.2%	\$10,895.15	\$10,977.48	USA	30 Days

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595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 4251-4500 employees (price per month) - Payment initiated upon completion of implementation	\$11,911.40	3.2%	\$11,443.75	\$11,530.23	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 4501-4750 employees (price per month) - Payment initiated upon completion of implementation	\$12,472.56	3.2%	\$11,982.88	\$12,073.43	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 4751-5000 employees (price per month) - Payment initiated upon completion of implementation	\$13,023.97	3.2%	\$12,512.65	\$12,607.21	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 5001-6000 employees (price per month) - Payment initiated upon completion of implementation	\$15,417.50	3.2%	\$14,812.21	\$14,924.14	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 6001-7000 employees (price per month) - Payment initiated upon completion of implementation	\$16,060.50	3.2%	\$15,429.96	\$15,546.56	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 7001-8000 employees (price per month) - Payment initiated upon completion of implementation	\$16,703.50	3.2%	\$16,047.72	\$16,168.99	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 8001-9000 employees (price per month) - Payment initiated upon completion of implementation	\$17,346.50	3.2%	\$16,665.48	\$16,791.41	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 9001-10000 employees (price per month) - Payment initiated upon completion of implementation	\$17,989.50	3.2%	\$17,283.23	\$17,413.84	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 10001-11000 employees (price per month) - Payment initiated upon completion of implementation	\$18,441.00	3.2%	\$17,717.01	\$17,850.89	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 11001-12000 employees (price per month) - Payment initiated upon completion of implementation	\$18,892.58	3.2%	\$18,150.86	\$18,288.02	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 12001-13000 employees (price per month) - Payment initiated upon completion of implementation	\$19,344.08	3.2%	\$18,584.63	\$18,725.07	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 13001-14000 employees (price per month) - Payment initiated upon completion of implementation	\$19,795.58	3.2%	\$19,018.41	\$19,162.12	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 14001-15000 employees (price per month) - Payment initiated upon completion of implementation	\$20,247.08	3.2%	\$19,452.18	\$19,599.18	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 15001-16000 employees (price per month) - Payment initiated upon completion of implementation	\$20,679.33	3.2%	\$19,867.46	\$20,017.59	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 16001-17000 employees (price per month) - Payment initiated upon completion of implementation	\$21,111.58	3.2%	\$20,282.74	\$20,436.01	USA	30 Days

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595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 17001-18000 employees (price per month) - Payment initiated upon completion of implementation	\$21,543.83	3.2%	\$20,698.02	\$20,854.43	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 18001-19000 employees (price per month) - Payment initiated upon completion of implementation	\$21,976.08	3.2%	\$21,113.30	\$21,272.85	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 19001-20000 employees (price per month) - Payment initiated upon completion of implementation	\$22,408.33	3.2%	\$21,528.58	\$21,691.27	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 2001-22500 employees (price per month) - Payment initiated upon completion of implementation	\$24,618.92	3.2%	\$23,652.38	\$23,831.11	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 22501-25000 employees (price per month) - Payment initiated upon completion of implementation	\$26,829.58	3.2%	\$25,776.25	\$25,971.04	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 25001-27500 employees (price per month) - Payment initiated upon completion of implementation	\$27,024.00	3.2%	\$25,963.04	\$26,159.23	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 27501-30000 employees (price per month) - Payment initiated upon completion of implementation	\$27,218.50	3.2%	\$26,149.90	\$26,347.51	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 30001-32500 employees (price per month) - Payment initiated upon completion of implementation	\$29,183.50	3.2%	\$28,037.76	\$28,249.63	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 32501-35000 employees (price per month) - Payment initiated upon completion of implementation	\$31,148.50	3.2%	\$29,925.61	\$30,151.75	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 35001-37500 employees (price per month) - Payment initiated upon completion of implementation	\$32,458.50	3.2%	\$31,184.18	\$31,419.83	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 37501-40000 employees (price per month) - Payment initiated upon completion of implementation	\$33,768.50	3.2%	\$32,442.75	\$32,687.91	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 40001-42500 employees (price per month) - Payment initiated upon completion of implementation	\$35,078.50	3.2%	\$33,701.32	\$33,955.99	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 42501-45000 employees (price per month) - Payment initiated upon completion of implementation	\$36,388.50	3.2%	\$34,959.89	\$35,224.07	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 45001-47500 employees (price per month) - Payment initiated upon completion of implementation	\$37,698.50	3.2%	\$36,218.46	\$36,492.15	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 47501-50000 employees (price per month) - Payment initiated upon completion of implementation	\$39,008.50	3.2%	\$37,477.03	\$37,760.23	USA	30 Days

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595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 50001-55000 employees (price per month) - Payment initiated upon completion of implementation	\$42,127.50	3.2%	\$40,473.57	\$40,779.42	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 55001-60000 employees (price per month) - Payment initiated upon completion of implementation	\$45,296.50	3.2%	\$43,518.16	\$43,847.01	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 60001-65000 employees (price per month) - Payment initiated upon completion of implementation	\$48,440.50	3.2%	\$46,538.73	\$46,890.40	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 65001-70000 employees (price per month) - Payment initiated upon completion of implementation	\$51,584.50	3.2%	\$49,559.29	\$49,933.80	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 70001-75000 employees (price per month) - Payment initiated upon completion of implementation	\$54,728.50	3.2%	\$52,579.86	\$52,977.19	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 75001-80000 employees (price per month) - Payment initiated upon completion of implementation	\$57,872.50	3.2%	\$55,600.43	\$56,020.58	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 80001-85000 employees (price per month) - Payment initiated upon completion of implementation	\$61,016.50	3.2%	\$58,620.99	\$59,063.97	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 85001-90000 employees (price per month) - Payment initiated upon completion of implementation	\$64,163.50	3.2%	\$61,644.44	\$62,110.27	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 90001-95000 employees (price per month) - Payment initiated upon completion of implementation	\$67,304.42	3.2%	\$64,662.05	\$65,150.68	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 95001-100000 employees (price per month) - Payment initiated upon completion of implementation	\$70,448.42	3.2%	\$67,682.61	\$68,194.07	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 100001-110000 employees (price per month) - Payment initiated upon completion of implementation	\$76,818.33	3.2%	\$73,802.45	\$74,360.15	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 110001-120000 employees (price per month) - Payment initiated upon completion of implementation	\$83,188.17	3.2%	\$79,922.20	\$80,526.15	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 120001-130000 employees (price per month) - Payment initiated upon completion of implementation	\$89,558.00	3.2%	\$86,041.95	\$86,692.14	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 130001-140000 employees (price per month) - Payment initiated upon completion of implementation	\$95,927.83	3.2%	\$92,161.71	\$92,858.14	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Enterprise/TG Subscription Fee (SLSA): 140001-150000 employees (price per month) - Payment initiated upon completion of implementation	\$102,297.67	3.2%	\$98,281.46	\$99,024.14	USA	30 Days

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Kenexa Recruiter BrassRing	Gateway Local Implement Fee (per instance/ language)	\$5,000.00	3.2%	\$4,803.70	\$4,840.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Gateway Global Implement Fee (per language)	\$5,000.00	3.2%	\$4,803.70	\$4,840.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Talent Record Builder Implementation Fee (new Basic TG Implement)	\$2,000.00	3.2%	\$1,921.48	\$1,936.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Application Customization-post Implementation Fee (price per hour)	\$175.00	3.2%	\$168.13	\$169.40	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Application Engineering Services (Data/ Databases)(price per hour)	\$250.00	3.2%	\$240.19	\$242.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Forms - Additional Candidate or Req (price per form)	\$1,000.00	3.2%	\$960.74	\$968.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Integration Fee - XML (Implement)	\$20,000.00	3.2%	\$19,214.80	\$19,360.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Integration Implement Fee - Additional XML Instances	\$10,000.00	3.2%	\$9,607.40	\$9,680.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Integration Implementation Fee- Non XML (Implement) (price per hour)	\$250.00	3.2%	\$240.19	\$242.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Integration - (XML/Non XML) Maintenance Fee (price per year)	\$5,000.00	3.2%	\$4,803.70	\$4,840.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Integration - (XML/Non XML) Modifications (price per hour)	\$250.00	3.2%	\$240.19	\$242.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Custom Engineering/Reports Services (price per hour)	\$250.00	3.2%	\$240.19	\$242.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	TDC Processing (US English) email and text rate per file (0-10,000 emails)	\$1.15	3.2%	\$1.10	\$1.11	USA	30 Days
595-21	Kenexa Recruiter BrassRing	TDC Processing (US English) email and text rate per file (10,001-20,000 emails)	\$1.10	3.2%	\$1.06	\$1.06	USA	30 Days
595-21	Kenexa Recruiter BrassRing	TDC Processing (US English) email and text rate per file (20,001-30,000 emails)	\$1.05	3.2%	\$1.01	\$1.02	USA	30 Days
595-21	Kenexa Recruiter BrassRing	TDC Processing (US English) email and text rate per file (30,001-90,000 emails)	\$1.00	3.2%	\$0.96	\$0.97	USA	30 Days
595-21	Kenexa Recruiter BrassRing	TDC Processing (US English) paper and fax rate per file (0-10,000)	\$3.15	3.2%	\$3.03	\$3.05	USA	30 Days
595-21	Kenexa Recruiter BrassRing	TDC Processing (US English) paper and fax rate per file (10,001-20,000)	\$3.10	3.2%	\$2.98	\$3.00	USA	30 Days

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Kenexa Recruiter BrassRing	TDC Processing (US English) paper and fax rate per file (20,001-30,000)	\$3.05	3.2%	\$2.93	\$2.95	USA	30 Days
595-21	Kenexa Recruiter BrassRing	TDC Processing (US English) paper and fax rate per file (30,001-90,000)	\$3.00	3.2%	\$2.88	\$2.90	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Acknowledgements (US English) - per email acknowledgment	\$0.35	3.2%	\$0.34	\$0.34	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Acknowledgements (US English) - per Postcard acknowledgment (Print-on-demand stock)*	\$1.16	3.2%	\$1.11	\$1.12	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Acknowledgements (US English) - per Postcard acknowledgment (Customer-supplied stock)*	\$1.36	3.2%	\$1.31	\$1.32	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Acknowledgements (US English) - per Letter acknowledgment includes postage	\$2.20	3.2%	\$2.11	\$2.13	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Live - New User Fundamentals (price per student per day + T&E (\$2,550 minimum))	\$425.00	3.2%	\$408.31	\$411.40	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Live - Admin Tools - Enterprise (price per student per day + T&E (\$2,550 minimum))	\$425.00	3.2%	\$408.31	\$411.40	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Live - Workbench Certification (price per student)	\$995.00	3.2%	\$955.94	\$963.16	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Live - Train the Trainer (price per student at public Train the Trainer)	\$2,000.00	3.2%	\$1,921.48	\$1,936.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Live - Train the Trainer (price per student at client's location) (T&E not included)	\$2,500.00	3.2%	\$2,401.85	\$2,420.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Live - Enterprise/TG Admin Cert. (5 days at BrassRing) (price per student) (T&E not included)	\$3,000.00	3.2%	\$2,882.22	\$2,904.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Live - Enterprise/TG Admin Cert. (5 days at client location) (price per student) (T&E not included)	\$3,500.00	3.2%	\$3,362.59	\$3,388.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Live - Pre-Implementation Project Team Training (price for up to 12 students) (T&E not included)	\$5,000.00	3.2%	\$4,803.70	\$4,840.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Web Training Class (Price per class (maximum 20 students per session; maximum 2-hour duration)	\$2,000.00	3.2%	\$1,921.48	\$1,936.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Training Consultation (price per hour)	\$175.00	3.2%	\$168.13	\$169.40	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Training Documentation - New User Fundamentals (1)	\$60.00	3.2%	\$57.64	\$58.08	USA	30 Days

595-21	Kenexa Recruiter BrassRing	Training Documentation - Editable electronic version of NUF	\$5,000.00	3.2%	\$4,803.70	\$4,840.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Training Documentation - Admin Tools - Enterprise & TG	\$60.00	3.2%	\$57.64	\$58.08	USA	30 Days
595-21	Kenexa Recruiter BrassRing	Custom Documentation - Quick Start Guide (in Word)	\$2,000.00	3.2%	\$1,921.48	\$1,936.00	USA	30 Days
595-21	Kenexa Recruiter BrassRing	HR SME Consulting (price per hour)	\$220.00	3.2%	\$211.36	\$212.96	USA	30 Days

EMPLOYEE ENGAGEMENT SURVEY

Kenexa has been entrusted to design and manage survey projects for some of the largest and most respected companies in the world. We have gone to extremes to attract and develop one of the strongest teams in the industry. Kenexa is comprised of people who have dedicated their careers to building the most innovative, flexible and technologically advances assessment practice in the industry. Kenexa is committed to providing you with unmatched responsiveness, customization capabilities, and technological innovations that will ensure the success of your project. Our consultants assist our clients in designing, administering and analyzing employee engagement surveys. We developed our Employee Engagement model through studies of organizational effectiveness and a comprehensive review of the academic literature related to employee commitment, psychological ownership, organizational pride, loyalty and satisfaction. We conduct analyses which link survey results to business metrics. By linking the survey results to clients' performance variables, we can recommend actions for improved performance. We have documented the relationship between employee attitudes and business outcomes such as customer satisfaction, employee retention and management effectiveness. We have used this information to improve customer satisfaction, to increase efficiency and ultimately to increase our clients' financial performance.

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Employee Engagement Survey	Employee Engagement Surveys (from 0-3334 employees)	\$50,000.00 Min. Fee	3.2%	\$48,037.00	\$48,400.00	USA	30 Days
595-21	Employee Engagement Survey	Employee Engagement Surveys per Employee Fee (from 3335-4999 employees)	\$15.00	3.2%	\$14.41	\$14.52	USA	30 Days
595-21	Employee Engagement Survey	Employee Engagement Surveys per Employee Fee (from 5000-9999 employees)	\$14.00	3.2%	\$13.45	\$13.55	USA	30 Days
595-21	Employee Engagement Survey	Employee Engagement Surveys per Employee Fee (from 10000-24999 employees)	\$13.00	3.2%	\$12.49	\$12.58	USA	30 Days
595-21	Employee Engagement Survey	Employee Engagement Surveys per Employee Fee (from 25000-49999 employees)	\$12.00	3.2%	\$11.53	\$11.62	USA	30 Days
595-21	Employee Engagement Survey	Employee Engagement Surveys per Employee Fee (from 50000-74999 employees)	\$11.00	3.2%	\$10.57	\$10.65	USA	30 Days
595-21	Employee Engagement Survey	Employee Engagement Surveys per Employee Fee (from 75000-99999 employees)	\$10.00	3.2%	\$9.61	\$9.68	USA	30 Days
595-21	Employee Engagement Survey	Employee Engagement Surveys per Employee Fee (from 100000-149999 employees)	\$9.00	3.2%	\$8.65	\$8.71	USA	30 Days

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Employee Engagement Survey	Employee Engagement Surveys per Employee Fee (from 150000-or more employees)	\$8.00	3.2%	\$7.69	\$7.74	USA	30 Days

SURVEY SCORE CARD

Kenexa Survey Scorecard integrates survey data into an online portal for "point-and-click" action planning and follow-through. This fully hosted web-based system enables managers and leaders to view survey results, examine priority issues and access resources for improvement. This "one-stop-shop" approach is designed for maximum convenience and consistency. Participants can align their goals with those of upper management to see how individual success leads to the achievement of agency objectives. A software system that integrates data derived from our surveys into a secure, Web-based, online portal that enables managers to view survey results, identify areas for improvement, automate action-planning to address weaknesses and track progress against action plans. It also integrates proprietary content from our HR best practices database to guide managers in the action-planning process.

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Survey Score Card	Implementation Fee	\$15,000.00	3.2%	\$14,411.10	\$14,520.00	USA	30 Days
595-21	Survey Score Card	Survey Scorecard per User License fees (from 0 - 1000)	\$25.00	3.2%	\$24.02	\$24.20	USA	30 Days
595-21	Survey Score Card	Survey Scorecard per User License fees (from 1001 - 5000)	\$17.00	3.2%	\$16.33	\$16.46	USA	30 Days
595-21	Survey Score Card	Survey Scorecard per User License fees (from 5001 - or more)	\$13.00	3.2%	\$12.49	\$12.58	USA	30 Days

360° FEEDBACK SURVEY

Multi-rater feedback has become an integral part of employee development and performance management among the world's best-led organizations. Kenexa provides multi-rater surveys that are methodologically sound and delivered through one of the most advanced, user-friendly systems in the industry. We offer a complete range of services supporting your multi-rater survey program, including the following:

- Survey Design
- Communication
- Response Rate Management
- Reporting
- Participant Coaching
- Facilitator Training

Our multi-rater surveys are available through all of the commonly utilized media, including web, paper and fax-back. We have the ability to offer your multi-rater survey in any language and delivered it to any country. We have managed projects ranging from executive-level multi-rater surveys involving extensive consultative feedback sessions to standard, web-based multi-rater surveys for thousands of first-line supervisors. Our process is highly scalable, whether the engagement involves a single administration period or extends over several classes or phases.

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	360° Feedback Surveys	Implementation Fee	\$15,000.00	3.2%	\$14,411.10	\$14,520.00	USA	30 Days
595-21	360° Feedback Surveys	Per Group / Timeline Fee	\$2,500.00	3.2%	\$2,401.85	\$2,420.00	USA	30 Days
595-21	360° Feedback Surveys	Per Participant Fee (from 0 - 500)	\$125.00	3.2%	\$120.09	\$121.00	USA	30 Days
595-21	360° Feedback Surveys	Per Participant Fee (from 501 - 1000)	\$100.00	3.2%	\$96.07	\$96.80	USA	30 Days
595-21	360° Feedback Surveys	Per Participant Fee (from 1001 - 2500)	\$85.00	3.2%	\$81.66	\$82.28	USA	30 Days
595-21	360° Feedback Surveys	Per Participant Fee (from 2501 - or more)	\$65.00	3.2%	\$62.45	\$62.92	USA	30 Days

KENEXA PROVE IT!® SKILLS ASSESSMENT

Kenexa Prove It!® gives you the power to identify and select the most qualified candidates and employees. Our tools assist employers in both the hiring and retention stages of the employee lifecycle. We help organizations ensure better hiring decisions, as well as assess the training needs of the workforce. With over 900 validated assessments, Kenexa Prove It! helps you to eliminate the guesswork and build your workforce for success. Prove It gives you the power to identify and select the most qualified candidates and employees. Our tools assist employers in both the Hiring and Retention stages of the employee lifecycle continuum. We help organizations ensure better hiring decisions, as well as assess the training needs of the workforce. With more than 800 assessments, Kenexa Prove It! helps you to eliminate the guess work and build your workforce for success.

Benefits

- * Measures Candidates with Certainty. Kenexa Prove It! features more than 800 validated assessments for clerical, software, call center, financial, healthcare, industrial, legal, and technical job classifications
- * Improves Your Screening Process. Leverage cutting-edge technology to ensure that your recruiters spend the majority of their interviewing time with qualified candidates.
- * Identifies Highly Qualified Candidates & Needs, Quickly & Easily. Detailed test results are generated immediately and reports are easily interpreted.
- * Simulates Desktop Applications. Interactive tests support the vast majority of short cut keys; applicants will not be adversely scored for using the most efficient means possible to answer questions.
- * Win Sales. A demonstration of Kenexa's "best in class" assessments will provide your prospective clients with the level of comfort they need to be certain that your organization adheres to the highest quality standards.
- * Provides Free Learning Tools. Kenexa Prove It! has developed a series of interactive tutorials that complement the Microsoft Office assessment offering. These learning exercises are provided as a value-added solution, at no additional cost to the client.

Internet or PC Delivery

Proveit.com, our Internet assessment tool, provides assessment solutions to your candidates and clients anywhere, anytime, without the hassle of software upgrades. Stand-Alone or LAN software versions are available for those who prefer to install the same quality assessments right to their desktop.

Easy Administration

Simply match candidates with appropriate tests and let Kenexa Prove It! do the rest.

Proven Test Validity

Kenexa Prove It! tests are developed by subject-matter experts ensuring content validity. A validation study is available on request.

Versatile Question Sets

Each test contains questions for basic, intermediate, and advanced skill levels. Verify depth of knowledge with one single assessment.

Data Analysis Tools

Obtain the information you need-from a general summary to a detailed analysis. Kenexa Prove It! lets you generate time-specific reports, view test score rankings by test title or complete history, and even create reports with results that fall within a specific percentage range.

International Language Assessments

Kenexa Prove It! offers Microsoft Office assessments in a variety of languages, including Spanish, French, Italian, and more.

Customer Driven

The Kenexa Prove It! Team continually works with our clients' business needs to drive the performance and development of products and services. Customization is available, including look and feel, custom reports, integration into management systems, and proprietary test content.

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Prove It!	Basic Plan - One Time Implementation	\$99.00	3.2%	\$95.11	\$95.83	USA	30 Days
595-21	Prove It!	Basic Plan - Per Test Administration Fee	\$30.00	3.2%	\$28.82	\$29.04	USA	30 Days
595-21	Prove It!	Corporate Plan - Yearly Fee	\$5,000.00	3.2%	\$4,803.70	\$4,840.00	USA	30 Days
595-21	Prove It!	Corporate Plan - Per Test Administration Fee	\$5.00	3.2%	\$4.80	\$4.84	USA	30 Days
595-21	Prove It!	Block Plan - 50 Test - One Time Set Up Fee	\$100.00	3.2%	\$96.07	\$96.80	USA	30 Days
595-21	Prove It!	Block Plan - 50 Tests - Administration Fee	\$1,250.00	3.2%	\$1,200.93	\$1,210.00	USA	30 Days

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Prove It!	Block Plan - 100 Test - One Time Set Up Fee	\$100.00	3.2%	\$96.07	\$96.80	USA	30 Days
595-21	Prove It!	Block Plan - 100 Tests - Administration Fee	\$2,000.00	3.2%	\$1,921.48	\$1,936.00	USA	30 Days
595-21	Prove It!	Block Plan - 250 Test - One Time Set Up Fee	\$100.00	3.2%	\$96.07	\$96.80	USA	30 Days
595-21	Prove It!	Block Plan - 250 Tests - Administration Fee - 1 time implementation fee included	\$4,500.00	3.2%	\$4,323.33	\$4,356.00	USA	30 Days
595-21	Prove It!	Block Plan - 500 Tests - Administration Fee - set up fees included	\$7,500.00	3.2%	\$7,205.55	\$7,260.00	USA	30 Days
595-21	Prove It!	Block Plan - 1000 Tests - Administration Fee-set up fees included	\$10,000.00	3.2%	\$9,607.40	\$9,680.00	USA	30 Days
595-21	Prove It!	Block Plan - 5000 Tests - Administration Fee- set up fees included	\$30,000.00	3.2%	\$28,822.20	\$29,040.00	USA	30 Days

KENEXA INTERN MANAGEMENT SYSTEM

Overall Capabilities/Features/Design

The Kenexa Internship Management System (IMS) is a tool designed to organize, track, and gather data about events, applicants, and interns through the entire recruitment, hiring and intern processes. With the IMS, intern management staff, users are able to:

1. Create, view, edit, and manage events, applicants, and interns
2. Search the database to match potential applicants with open positions
3. Organize and document work electronically
4. Retrieve reports about the applicant and intern pools, respectively
5. The IMS is comprised of the following four modules: Event, Applicant, Intern, and Tools.

Event Module

An event is created to capture and store information about applicants who attend national, regional and local events and campus visits in support of intern programs. The Event module allows users to create, view, search, modify, and manage events.

1. Create a New Event - to which base recruiters can link applicants and track all recruiting activities.
2. Event Viewing - Inbox displays events to which a base recruiter is assigned, grouped by Current, Future, or Past Due.
3. Event Search – by Event Name, Base, Program Office, Source, Detail, Assignee, Recruiter, Status, Due Date, and Recruiting Year
4. View an Event – showing event summary data, applicants from the event, data on PAQ Tool user entries on the event
5. Modify an Event – add Notes, Attachments, Edit event information, change event status to Submit or Cancel.

Applicant Module

The Applicant module allows Recruiters to create, view, search, modify, and manage applicants.

1. Create a New Applicant - To document all recruiting/hiring activity for a particular applicant.

2. Applicant Viewing - Inbox displays and sorts applicants in the following statuses:
 - New: Applicant record created
 - Incomplete: Displays applicant records deemed incomplete
 - Complete: Displays applicant records deemed complete
 - Offer: Displays applicants to whom base recruiter would like to extend an offer of employment
 - QCed: Displays quality controlled applicant records
 - Approved: Displays approved applications
 - Documented: Displays applicant records for which an offer package has been transmitted to applicant
 - Accept: Displays applicants who have accepted an offer
 - Decline: Displays applicants who have declined an offer
3. Applicant Search – by applicant personal data, Event Base, Job Preference Base, Job Preference Position, Offer Base, Offer Job Title, etc.
4. View an Applicant – displays Applicant contact information, Event and Applicant Activity data, Job Preference Sheet information, and data on IMS user entries on the Applicant record.
5. Modify an Applicant – Assign the Applicant to team members/DPKR, add Notes, add Attachments, Edit Applicant information (contact information, school, status, Job Preferences, Job Offered, Track (2-year or 3-year), fiscal year and event to which the applicant is linked), and Document Hiring Activity.
6. Veteran Applicants – quickly identify candidates by their veteran status.
7. Applicant Reports
 - Graphs and Data provide pie charts and summary data tables displaying applicants broken down by hiring status, race, gender, and state of residence, respectively.
 - Map provides a graphical display of applicants by state of residence, with the ability to further break down by applicant race.
 - Base provides summary data tables of recruiting activity by Event or Offer Base.
 - Drill-down Capabilities: Clicking on the pie charts, summary data tables or map will display all of the applicants in that category in the inbox results format. From this screen the applicants may be viewed or modified as with the Inbox or Search functions.
8. Available Applicant Pool
 - An Available Applicant Pool record comes into existence after a base recruiter has submitted the event to which the applicant is linked, but did not extend an offer to the applicant.
 - The applicant's record is automatically pushed to the Available Applicant Pool of the next base on the applicant's preference list (as indicated on the Job & Location Preference Worksheet).
 - The Available Applicant Pool provides base recruiters with applicants who may have entered the PAQ Tool via another base recruiter's events, but for which the originating base recruiter did not extend an offer.

Intern Module

The Intern module allows personnel to manage interns against specific milestones in either the 2-year or 3-year tracks.

1. Create an Intern – Copying from Applicant Module
 - An applicant who has accepted a position and for whom an EOD date has been entered will need to be copied from the Applicant Module to the Intern Module. Users need only select the applicant they want to copy, and click on the Copy App Data button. A newly created intern record will appear in the Intern Inbox, who will be responsible for managing the intern's milestones.
2. Intern Viewing - displays all 'Active' interns an assignee is responsible for, categorized by interns with no milestones due, milestones due in 30, 60, or 90 days, and milestones

that are past due. Sort Interns by status, first name, last name, EOD, track, program office, job title, or base.

The pull-down status menu options include:

- Active – Interns who require milestone management
- Complete – Interns for whom all milestones have been managed and completed
- Resigned – Interns who have voluntarily ended their involvement in the program
- Terminated – Interns who were terminated from the Intern program

The pull-down track menu options include:

- GS-7
- GS-9

3. Intern Search - by intern personal data, Assignee, Veteran Status, Base, Job Title

4. View Intern Record – displays Milestones (Statuses: done, due in < 30, 60, in 90 days or past due), contact information, base, job title, school, veteran status and graduate school start and end dates; and data on IMS user entries on the Intern record.

5. Modify Intern Record - Add Notes, add Attachments, and Edit intern's contact information, base, job title, school, veteran status and graduate school start and end dates, as well as add completed dates for system-generated (S) milestones and create user-defined (UD) milestones.

6. Milestones - This tab provides information about the system-generated (S) and user-defined (UD) milestones against which interns need to be managed.

- The (S) milestones are system-generated as part of the Create an Intern action based on the intern's track (GS-7 or GS-9).
- Due dates for the (S) system-generated milestones are automatically populated based on the intern's EOD date.
- Milestones are color-coded as done, due in < 30, 60, in 90 days or past due.
- Emails can be sent from the PAQ Tool to notify interns, SECP, and/or DPKR personnel when milestones require action.

7. Intern Reports

- Graphs and Data provide pie charts and summary data tables that show interns broken down by milestones due, bases, school, and status.
- Map provides a graphical display of interns by state of residence.
- Starts provides a time line of future starts and summary data table of interns by EOD date, with the ability to define the EOD date time period (i.e., by week, month, year, quarter, all time, or ad hoc).
- Drill-down Capabilities: Clicking on the pie charts, summary data tables or map will display all of the applicants in that category in the inbox results format. From this screen the interns may be viewed or modified as with the Inbox or Search functions.

Tools Module

The Tools module contains functions that will aid users with the Kenexa Palace Acquire (PAQ) Tool. The functions in this module are:

1. Home - provides a graphical representation of the status and activity of the events, applicants, and/or interns that are assigned to the PAQ Tool user.
2. Create Service Request -
3. Change Password
4. Edit Profile
5. PAQ Tool Online Users Manual
6. Online Training Video
7. Logoff

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Intern Management System	Implementation Fee (from 1-250 employees)	\$5,000.00	3.2%	\$4,803.70	\$4,840.00	USA	30 Days
595-21	Intern Management System	Implementation Fee (from 251-500 employees)	\$6,000.00	3.2%	\$5,764.44	\$5,808.00	USA	30 Days
595-21	Intern Management System	Implementation Fee (from 501-750 employees)	\$8,000.00	3.2%	\$7,685.92	\$7,744.00	USA	30 Days
595-21	Intern Management System	Implementation Fee (from 751-1000 employees)	\$10,000.00	3.2%	\$9,607.40	\$9,680.00	USA	30 Days
595-21	Intern Management System	Enterprise Subscription Fee for up to 250 users (price per month)	\$3,750.00	3.2%	\$3,602.78	\$3,630.00	USA	30 Days
595-21	Intern Management System	Enterprise Subscription Fee for up to 500 users (price per month)	\$7,500.00	3.2%	\$7,205.55	\$7,260.00	USA	30 Days
595-21	Intern Management System	Enterprise Subscription Fee for up to 750 users (price per month)	\$11,250.00	3.2%	\$10,808.33	\$10,890.00	USA	30 Days
595-21	Intern Management System	Enterprise Subscription Fee for up to 1000 users (price per month)	\$15,000.00	3.2%	\$14,411.10	\$14,520.00	USA	30 Days

KENEXA BEHAVIORAL ASSESSMENT

Kenexa Selector™ combines personality, experience, thinking ability, and problem-solving assessments to provide accurate performance predictions for hourly, sales and managerial positions. Kenexa Selector is used to improve individual performance and retention significantly by selecting the high-potential candidates best suited to the daily requirements of the job. Kenexa Selector is a fast, fair, reliable tool to help you select and promote your ideal candidates. Kenexa Selector assessments can be automatically linked to Kenexa Recruiter®, our Web-based applicant tracking and hiring management system. This enables automatic distribution of Kenexa Selector assessments to candidates with instantaneous scoring and reporting to your recruiters and hiring managers.

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Behavioral Assessment	Custom assessment development (per assessment fee)	\$20,000.00	3.2%	\$19,214.80	\$19,360.00	USA	30 Days
595-21	Behavioral Assessment	Per Assessment Fee (from 1 - 1000)	\$35.00	3.2%	\$33.63	\$33.88	USA	30 Days

SIN	Product Name	Product Description	List Price	GSA Discount	GSA Price w/o IFF	GSA Price w/ IFF	Origin	Delivery Time
595-21	Behavioral Assessment	Per Assessment Fee (from 1001 - 2500)	\$30.00	3.2%	\$28.82	\$29.04	USA	30 Days
595-21	Behavioral Assessment	Per Assessment Fee (from 2501 - 5000)	\$25.00	3.2%	\$24.02	\$24.20	USA	30 Days
595-21	Behavioral Assessment	Per Assessment Fee (from 5001 - 10000)	\$20.00	3.2%	\$19.21	\$19.36	USA	30 Days
595-21	Behavioral Assessment	Per Assessment Fee (from 10001 - 20000)	\$15.00	3.2%	\$14.41	\$14.52	USA	30 Days
595-21	Behavioral Assessment	Per Assessment Fee (from 20001 or more Assessments)	\$10.00	3.2%	\$9.61	\$9.68	USA	30 Days

Definitions Of Abbreviated Terms

- > ENT = "Enterprise," the Kenexa BrassRing Product
- > "Implementation ENT/TG Monthly Fees" are charged for four (4) months for clients with 1 - 25,000 employees
- > "Implementation ENT/TG Monthly Fees" are charged for six (6) months for clients with greater than 25,000 employees
- > SLSA = "Subscription License Service Agreement"
- > TDC = "Talent Data Center"
- > TG = "Talent Gateway, " applicant access portal to Kenexa BrassRing

- All products offered are in the process of meeting the compliance requirements under Section 508.
- All Products offered are in the process of meeting the requirements set forth under NIST regulations.

Kenexa Government Solutions' prices are the lowest unit prices awarded in the FSS Contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concessions affecting price.

2. Maximum order:
\$100.00
3. Minimum order:
\$1,000,000
4. Geographic coverage:
All States and Territories of the United States of America and all overseas locations in which the United States Government carries on operations.
5. Points of production:
Kenexa Government Solutions' home office is in Englewood, Arapahoe County, Colorado.
Kenexa Government Solutions offers on-site consulting services throughout its geographic coverage area.
6. Discount from list prices:
Kenexa Government Solutions offers discounts on multi-year contracts.
7. Quantity discounts:
Kenexa Government Solutions offers discounts on multi-year contracts.
8. Prompt payment terms:
Net 30 days.
- 9a. Notification that Government purchase cards are accepted below the micro-purchase threshold.
Kenexa Government Solutions accepts Government purchase cards below the micro-purchase level of \$25,000.
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold.
Kenexa Government Solutions accepts Government purchase cards above the micro-purchase level of \$25,000.
10. Foreign items
Kenexa Government Solutions does not offer any foreign items.
- 11a. Time of delivery:
Kenexa Government Solutions begins work within 14 days of the signing of a contract.
- 11b. Expedited delivery:
Kenexa Government Solutions is willing to expedite delivery at a client's request.
- 11c. Overnight and 2-day delivery:

This is not applicable to Kenexa Government Solutions' product and service solutions.

11d. Urgent requirements:

Kenexa Government Solutions' sales representative is authorized to satisfy clients' urgent delivery requirements.

12. F.O.B. point:

Englewood, Colorado

13. Ordering address:

Kenexa Government Solutions, Inc.
116 Inverness Drive East, Suite 103
Englewood, CO 80112

14. Payment address:

Beneficiary Bank:	PNC
Beneficiary Bank ID:	031207607
Beneficiary SWIFT ID:	PNCCUS33
Beneficiary Address:	38 Eastgate Drive, Moorestown, NJ 08057
Bank Contact	Teresa Forte
Contact Phone Number	215-585-5793
Beneficiary Account:	8019345216
Beneficiary Name:	Kenexa Technology Inc
Beneficiary Address:	650 E Swedesford Rd, Wayne, PA 19087.

15. Warrantee provision:

All Kenexa Government Solutions Products provided by Kenexa Government Solutions or its parent, subsidiaries or affiliates hereunder shall, if not altered by Customer or a third party, when used with properly-functioning equipment, perform substantially in accordance with the Documentation for the term of the applicable Exhibit. Kenexa Government Solutions shall promptly correct any Product errors or malfunctions at no charge to Customer during the warranty term. Software is complex and highly configurable and Kenexa does not warrant that it or the Documentation is error-free.

Disclaimer. The warranties set forth in this Agreement are made to and for the benefit of Customer exclusively. THE WARRANTIES SPECIFICALLY SET FORTH IN THIS AGREEMENT ARE IN LIEU OF ALL OTHERS, EXPRESS, IMPLIED OR STATUTORY, INCLUDING THE WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT, ERROR-FREE OR UNINTERRUPTED SERVICE, OR FITNESS FOR A PARTICULAR PURPOSE, WHICH ARE HEREBY EXCLUDED.

16. Export packing charge:

This is not applicable to Kenexa Government Solutions' products and services.

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):

Kenexa Government Solutions accepts Government purchase cards above and below the micro-purchase level of \$25,000 with the condition that payment is received within 30 days of invoicing.

18. Terms and conditions of rental, maintenance, and repair:

This is not applicable to Kenexa Government Solutions' products and services.

19. Terms and conditions of installation:

This is not applicable to Kenexa Government Solutions' products and services.

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from the list prices:

This is not applicable to Kenexa Government Solutions' products and services.

- 20a. Terms and conditions for any other services:

Kenexa Government Solutions maintains Master Services Agreements and Statements of Work specific to various of its product and service solutions offerings. The company will be happy to provide these to interested customers upon request.

21. List of service and distribution points:

This is not applicable to Kenexa Government Solutions' product and service solutions offerings.

22. List of participating dealers:

Kenexa Government Solutions is the sole dealer of its product and solutions sets.

23. Preventive maintenance:

This is not applicable to Kenexa Government Solutions' product and service solutions offerings.

24. Environmental attributes:

This is not applicable to Kenexa Government Solutions' product and service solutions offerings.

25. Data Universal Number System (DUNS) number:

15-467-1879

26. Notification regarding registration in Central Contractor Registration

Kenexa Government Solutions is registered in Central Contractor Registration.